



See Also: [November Commission Agenda](#)

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2002

## CALIFORNIA COMMISSION ON TEACHER CREDENTIALING

### MINUTES OF THE COMMISSION MEETING

November 6-7, 2002

Commission Offices, 1900 Capitol Avenue, Sacramento

#### COMMISSION MEMBERS

Kristen Beckner, Teacher

(*absent Wednesday, November 6, 2002*)

Alan Bersin, Administrator, Chairman

(*absent Wednesday, November 6, 2002*)

Chellyn Boquiren, Teacher

Margaret Fortune, Public Representative

Beth Hauk, Teacher

Elaine C. Johnson, Public Representative

Carol Katzman, Public Representative

Stephen Lilly, Faculty Member

Lawrence Madkins, Jr., Teacher, Vice Chairman

Alberto Vaca, Teacher

Marilyn Whirry, Designee, Office of the Superintendent of Public Instruction

#### COMMISSION MEMBERS ABSENT

Nadia Maria Davis, School Board Member

#### EX-OFFICIO REPRESENTATIVES

Carol Bartell, Association of Independent Colleges and Universities

Joyce Justus, Regents, University of California

Bill Wilson, California State University

#### COMMISSION STAFF

Sam Swofford, Executive Director

Mary Armstrong, General Counsel, Director, Professional Practices Division

Linda Bond, Director, Office of Governmental Relations

Joe Gee, Director, Information Technology and Support Management Division

Mary Butera, Director, Office of Human Resources

Dale Janssen, Director, Certification, Assignments and Waivers Division

Mary Vixie Sandy, Director, Professional Services Division

Janet Vining, Staff Counsel, Professional Practices Division

Lee Pope, Staff Counsel, Professional Practices Division

Kimberly Hunter, Staff Counsel, Professional Practices Division

Larry Birch, Administrator, Professional Services Division

Elizabeth Graybill, Administrator, Professional Services Division

Amy Jackson, Administrator, Professional Services Division

Margaret Olebe, Administrator, Professional Services Division

Nicole Amador, Consultant, Professional Services Division

Joe Dear, Consultant, Professional Services Division

Marilynn Fairgood, Consultant, Professional Services Division

Philip Fitch, Consultant, Professional Services Division

Helen Hawley, Consultant, Professional Services Division

Cheryl Hickey, Consultant, Professional Services Division

Phyllis Jacobson, Consultant, Professional Services Division

Betsy Kean, Consultant, Professional Services Division

Michael McKibbin, Consultant, Professional Services Division

Rod Santiago, Consultant, Professional Services Division  
Marjorie Suckow, Consultant, Professional Services Division  
Suzanne Tyson, Consultant, Professional Services Division  
Jan Jones Wadsworth, Consultant, Professional Services Division  
James Alford, Assistant Consultant, Professional Services Division  
Mark McLean, Assistant Consultant, Professional Services Division  
Nadine Noelting, Assistant Consultant, Professional Services Division  
Diane Tanaka, Assistant Consultant, Professional Services Division  
Yvonne Novelli, Program Analyst, Professional Services Division  
Marilyn Errett, Consultant, Office of Governmental Relations  
Leyne Milstein, Consultant, Office of Governmental Relations  
Dan Gonzales, Legislative Liaison, Office of Governmental Relations  
Anne Padilla, Consultant, Office of Governmental Relations  
Crista Hill, Manager, Information Technology and Support Management Division  
Terri Fesperman, Assistant Consultant, Certification Division  
Susan Browning, Manager, Certification Division  
Stephen Burke, Research Analyst, Certification Division  
Kathleen Beasley, Proceedings Document Recorder

Wednesday, November 6, 2002

#### **GENERAL SESSION**

The general session was called to order by Vice Chairman Madkins. Roll was taken.

#### **REPORT OF CLOSED SESSION ITEMS**

##### **Petitions for Reinstatement or For Reduction of Penalty**

The Commission denied Dale Swanberg's Petition for Reinstatement.

##### **Proposed Decisions**

The Commission rejected the Proposed Decision in the matter of Hudena James and called for the transcript.

##### **Consent Determinations**

The Commission adopted the following Consent Determinations:

1. Douglas Hammerich
2. Joan Kirwan
3. Michael Patton
4. Elsa Rodriguez
5. James Vieira

Thursday, November 7, 2002

#### **GENERAL SESSION**

The general session was called to order by Chairman Bersin. Roll was taken. The Commission and audience joined in the Pledge of Allegiance and then viewed a brief videotape of Commissioner Hauk's kindergarten class performing patriotic songs to honor Veteran's Day.

#### **APPROVAL OF THE OCTOBER 2002 COMMISSION MINUTES**

A motion to approve the October 2002 Commission minutes was made (Fortune), seconded (Johnson) and carried without dissent.

#### **APPROVAL OF THE NOVEMBER 2002 AGENDA**

A motion to approve the agenda for the November 2002 meeting with in-folder items (pertaining to FPPC-1) was made (Fortune), seconded (Katzman) and carried without dissent.

#### **APPROVAL OF THE NOVEMBER 2002 CONSENT CALENDAR**

A motion to approve the November 2002 Consent Calendar was made (Hauk), seconded (Vaca) and carried without dissent.

#### **RECOMMENDATIONS OF THE COMMITTEE OF CREDENTIALS**

Education Code section 44244.1 allows the Commission to adopt the recommendation of the Committee of Credentials without further proceedings if the individual does not request an administrative hearing within a specified time.

1. **AGUILAR, Cynthia L.** Sacramento, CA

All pending applications are **denied** for misconduct pursuant to Education Code section 44345.

2. **BUCHNER, Gary P.** Cutten, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

3. **CORNN, David H.** Wasco, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of ten (10) days** for misconduct pursuant to Education Code section 44421.

4. **CARMONA, Arthur G.** Alhambra, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

5. **GELFIN, Sonia N.** La Mesa, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

6. **HILLWAY, Karl C.** The Dalles, OR

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

7. **HUME, Burton D.** Palm Springs, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

8. **JONES, Terry L.** San Francisco, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of ten (10) days** for misconduct pursuant to Education Code section 44421.

9. **MADISON, Katrina, E.** Sacramento, CA

The Limited Term Multiple Subject Teaching Permit is **revoked** and the expired 30-Day Emergency Substitute Teaching Permit is **suspended for a period of one hundred twenty (120) days**, for misconduct pursuant to Education Code section 44421.

10. **MYERS, Gar M.** Santa Ana, CA

All pending applications are **denied** for misconduct pursuant to Education Code section 44345.

11. **PRECIADO, Paul E.** Los Angeles, CA

Mr. Preciado is the subject of **public reproval** for misconduct pursuant to Education Code section 44421.

12. **RAYBURN, Stanton J.** Vacaville, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of ten (10) days** for misconduct pursuant to Education Code section 44421.

13. **RECORDS, Claudia J.** San Diego, CA

The Administrative Services Teaching Credential is **suspended for a period of twenty-two (22) days** for misconduct pursuant to Education Code section 44421.

14. **RODGERS, Cindy L.** Highland, CA

Ms. Rodgers is the subject of **public reproval** for misconduct pursuant to Education Code section 44421.

15. **SMITHWICK, Virginia S.** Walnut Creek, CA

Ms. Smithwick is the subject of **public reproval** for misconduct pursuant to Education Code section 44421.

16. **THERIOT, Richard E.** Riverside, CA

Mr. Theriot is the subject of **public reproval** for misconduct pursuant to Education Code section 44421.

17. **WATERS, Janice L.** Rialto, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

18. **WYETH, Karen F.** Los Angeles, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of one (1) day** for misconduct pursuant to Education Code section 44421.

#### PRIVATE ADMONITIONS

Pursuant to Education Code section 44438, the Committee of Credentials recommends **two (2)** private admonitions for the Commission's approval.

## CONSENT DETERMINATIONS

### 19. **TUCKER, Jody** Sebastopol, CA

The Attorney General's Proposed Consent Determination, which reflects the Committee of Credentials' recommendation to **deny** her application, is adopted.

## PROPOSED DECISIONS

### 20. **THOMAS, Roy L.** Los Angeles, CA

The Administrative Law Judge's Proposed Decision, which reflects the Committee of Credentials' recommendation to **revoke** all credentials, life diplomas or other certification documents under the jurisdiction of the Commission, is adopted.

### 21. **WHITEHURST, AI** Corona, CA

The Administrative Law Judge's Proposed Decision, which reflects the Committee of Credentials' recommendation to **deny** all pending applications, is adopted.

## REQUESTS FOR REVOCATION

The Commission may revoke credentials upon the written request of the credential holder pursuant to Education Code sections 44423 and 44440.

### 22. **COGORNIO, Terri M.** Windsor, CA

Upon her written request, pursuant to Education Code section 44423, her supplemental authorization in Science on her Multiple Subject Teaching Credential is **revoked**.

### 23. **HUME, Burton D.** Palm Springs, CA

Upon his written request, and while allegations of misconduct were pending, all certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** pursuant to Education Code section 44423. This does not constitute consent for purposes of Education Code section 44440(b).

### 24. **JONES, James T.** Fremont, CA

Upon his written request, pursuant to Education Code section 44423, his supplemental authorizations in Biology and Geography on his Single Subject Teaching Credential are **revoked**.

## DIVISION OF PROFESSIONAL PRACTICES

### MANDATORY ACTIONS

All certification documents held by the following individuals are mandatorily revoked or denied pursuant to Education Code sections 44346, 44346.1, 44424, 44425 and 44425.5, which require the California Commission on Teacher Credentialing to mandatorily revoke the credentials held by individuals convicted of specified crimes and to mandatorily deny applications submitted by individuals convicted of specified crimes.

### 25. **ARAGON, Max B., III** Lake Elsinore, CA

### 26. **BRANSON, Monette D.** Temecula, CA

### 27. **ELDRIDGE, Timothy P.** Sacramento, CA

### 28. **GASKILL, Brant M.** Guerneville, CA

### 29. **GESULGA, Roman C.** Cypress, CA

### 30. **HARVEY, Michael P.** San Jose, CA

### 31. **LOWE, Paul E.** Corona, CA

### 32. **MACHADO, MariIyn** Dos Palos, CA

### 33. **McCALLICK, James** Garden Grove, CA

### 34. **MOTTAZ, Craig R.** Merced, CA

### 35. **PROFFITT, Lawrence A.** Redlands, CA

### 36. **RADFORD, Michael W.** Riverside, CA

### 37. **TORRES, Armando** Los Angeles, CA

### 38. **TOVIAS, Lorrie A.** Lompoc, CA

39. **VILLATORO, Victor M.** Los Angeles, CA

#### **AUTOMATIC SUSPENSIONS**

All certification documents held by the following individuals were automatically suspended because a complaint, information or indictment was filed in court alleging each individual committed an offense specified in Education Code section 44940. Their certification documents will remain automatically suspended until the Commission receives notice of entry of judgment pursuant to Education Code section 44940(d) and (e).

40. **BALDWIN, Daniel J.** Rialto, CA

41. **DAWSON, Paul J.** Chico, CA

42. **FERRIS, Mark A.** Tujunga, CA

43. **HARRIS, Frank E.** Tujunga, CA

44. **HART, Eric N.** San Clemente, CA

45. **HARWARD, Craig A.** Milpitas, CA

46. **HERNANDEZ, Felipe** Indio, CA

47. **LIZAMA, Mark A.** Pomona, CA

48. **MORGAN, John M.** Riverside, CA

49. **ROBERTSON, James H.** Thousand Oaks, CA

50. **TRUDNOWSKI, Steven G.** Torrance, CA

#### **NO CONTEST SUSPENSION**

All credentials held by the following individual were suspended, pursuant to Education Code section 44424 or 44425, because a plea of no contest was entered to an offense specified in the above sections of the Education Code. The credentials will remain suspended until final disposition by the Commission.

51. **HASSINGER, Charles M.** San Jose, CA

#### **TERMINATION OF AUTOMATIC SUSPENSIONS**

Pursuant to Education Code section 44940(d), the automatic suspension of all credentials held by the following individuals is terminated and the matter referred to the Committee of Credentials for review.

52. **CALECA, John E.** Los Gatos, CA

53. **MORA, Samuel U.** Morongo Valley, CA

#### **TERMINATION OF PROBATION**

54. **BENKE, Shauna C.** San Diego, CA

Having successfully complied with the terms and conditions of probation contained in the Consent Determination and Order, which was adopted by the Commission on July 8, 1999, **the stay order has been made permanent and her credential is restored.**

55. **COHON, Kathleen M.** San Luis Obispo, CA

Having successfully complied with the terms and conditions of probation contained in the Consent Determination and Order, which was adopted by the Commission on October 10, 1997, **the stay order has been made permanent and her credentials are restored.**

#### **DENIAL OF CREDENTIAL WAIVER REQUESTS**

The Appeals and Waivers Committee having reviewed these waiver requests has recommended they be denied. The employing districts have not asked for reconsideration of the Committee's decisions.

1. Loletha Ellis-Grant/Compton Unified School District
2. Dana M. McLain/Peninsula Associates (NPS)
3. Carol L. Scott/Bishop Joint Union High School District
4. Vinita R. Armstrong/West Fresno Elementary School District
5. Karen Guerrero/Almansor Center (NPS)

## **ANNUAL CALENDAR OF EVENTS**

The annual calendar of events was provided as an information item.

## **CHAIR'S REPORT**

Chairman Bersin noted that recent elections held at the federal, state and local levels demonstrated that this is a time when education issues are being confronted forthrightly. He said the Commission's work and direction are well aligned with the issues being addressed. He also indicated that National Teacher of the Year, Chauncey Veatch, would be addressing the Commission during the meeting and mentioned Commissioner Whirry's position as a prior National Teacher of the Year, thanking both for all they do and have done for students.

## **EXECUTIVE DIRECTOR'S REPORT**

Dr. Swofford highlighted the success of the recent 24th Annual Fall 2002 Conference - "Navigating New Credentialing Paths" - sponsored by the Credential Counselors and Analysts of California (CCAC). Close to 900 people participated in the conference, which featured Commissioner Fortune as the keynote speaker. Dr. Swofford congratulated Dr. Mel Hunt, the outgoing president of CCAC, the CCAC Executive Committee, and Commission staff for making the event successful. He also mentioned the Commission looks forward to working with incoming President Bonnie Crawford on next year's conference.

Dr. Swofford noted he made a presentation about the Commission's Teacher Credentialing Service Improvement Project at the National Evaluation Systems conference in Chicago last week. The conference focuses on the use of educational technology for teacher preparation and certification.

Lastly, Dr. Swofford noted the death of James Murdoch, a longtime, key educational lobbyist who was particularly well known for his work on school facilities and construction issues. He said Mr. Murdoch made a tremendous difference for the children of California and will be greatly missed.

## **REPORT ON STATE BOARD OF EDUCATION MEETING**

A summary of items from the State Board of Education's October meeting was provided for information only. This included information about the Board's discussions regarding the federal No Child Left Behind law and the II/USP schools that face sanctions. The report also noted that the Board approved the integrated science tests that will become part of the STAR program beginning in Spring 2003.

## **PREPARATION STANDARDS COMMITTEE OF THE WHOLE**

Commissioner Katzman convened the Preparation Standards Committee of the Whole.

### **PREP-1: Troops to Teachers Program Update**

Elizabeth Graybill, Administrator for the Professional Services Division, introduced the item by noting that it is fitting to present an update on the Troops to Teachers program since the holiday set aside to honor veterans is held in November. The program is designed to help former military personnel meet the state requirements to become teachers. First Lady Laura Bush, who called on troops to serve their nation in a new way - by teaching - recently reinforced the dedication to this concept. Since the program began, more than 4,000 former military personnel have become teachers across the nation, 320 of them in California.

Ms. Graybill introduced Dr. Michael McKibbin, Consultant, Professional Services Division, who has worked with the program since it began in California in 1995. Dr. McKibbin highlighted the early years of the initiative, when the military alternative credentialing became one of the first alternative certification programs. Using a \$150,000 annual grant from the federal government, the Commission hired Howard Giblin, a 22-year veteran of the Coast Guard to take the message to bases throughout the state. Two years ago, the Commission encouraged the expansion of the effort by passing the torch on to the new regional Teacher Recruitment Centers. The Commission's role continues to be to provide technical assistance and to carry out reporting functions.

Commissioner Johnson asked if there is data on how many troops-to-teachers participants have taken the further step of becoming National Board certified. Dr. McKibbin said the Commission does not have that data.

Commissioner Boquiren noted that in many instances, the teachers teach math and science and are located in inner cities or rural areas - all hard-to-staff positions that make the program even more valuable. Dr. McKibbin said that because the military draws a diverse population, the Troops to Teachers program also has helped with the goal of broadening the diversity of the teacher workforce.

Commissioner Vaca, saying that he has been impressed with the quality of former military personnel once they have become teachers, asked if the six-year service requirement is still in place. Dr. McKibbin replied that the restriction has been dropped in the most recent round of legislation.

Commissioner Lilly said that the public is probably unaware of the importance and impact of the program and suggested that a public relations/op-ed strategy be taken.

Ex-Officio Representative Bartell asked if there is any data on retention rates, since alternative programs typically provide high retention. Dr. McKibbin said that when retention was looked into a couple of years ago, it was in the high 80th percentile after three and five years.

## **PRESENTATION**

The Preparation Standards Committee of the Whole was adjourned to conduct a presentation.

### **PRES-1: Chauncey Veatch, National Teacher of the Year**

The Commission moved from the Preparation Standards Committee into General Session to welcome Chauncey Veatch, a former military officer who

became a teacher (although not through the Troops to Teachers program) and who is now the National Teacher of the Year. Mr. Veatch has taught for seven years in the Coachella Valley Unified School District, the last three at Coachella Valley High School. He was chosen 2002 National Teacher of the Year from among 5,000 teachers who participate in the Teacher of the Year program at the local, state and national levels.

Mr. Veatch said he is proud to represent teachers and California as the National Teacher of the Year, but that the program is really more about the students than it is about teachers or any individual teacher. The focus is always on them and their future. He said the military helped him be a better teacher in several ways: first, by sending him to language school, the military ensured he became fluent in Spanish, a key language for teachers in California. Secondly, it ingrained in him the importance of service to the public. Just as it is honorable to serve by protecting the country, it is important to serve by teaching the citizens of the future. He said that there is no profession more important than teaching in protecting democracy because without a literate and educated public, democracy cannot survive. And third, the military teaches leadership, an important aspect of a teacher's ability to be an influential role model for students.

Mr. Veatch said that, although he feels honored to have served his country in the military, there is nothing that brings him more joy than teaching. One of his fondest memories is of having some of his students with him as he met the President of the United States. One of the young men he took with him is one of 12 children from migrant farm worker parents who have worked hard to provide for the family and encourage them to become educated. He said the father spoke of being thrilled that his son could meet the President and thanked him; he explained to the father that the privilege was his because the young student is such an outstanding example of what America's future holds. Mr. Veatch said he knows America's future is bright because he sees the next generation of hard-working, bright and engaged students every day in his classroom.

Mr. Veatch concluded his comments by noting that in the past, people came to California searching for El Dorado, a lost land of gold and silver. He said he found his El Dorado in the classroom, looking at the shining brilliance of his pupils' eyes and smiles. He said he encourages anyone who is a patriot and who loves his country to join a profession that is not a job, but a calling - become a teacher. He said becoming a teacher is the richest blessing he has ever had.

Chairman Bersin called on Vice Chairman Madkins, who - like Mr. Veatch - served in the Medical Service Corps, to read the Commission's resolution honoring Mr. Veatch.

#### **PREPARATION STANDARDS COMMITTEE OF THE WHOLE**

Commissioner Katzman reconvened the Preparation Standards Committee of the Whole.

#### **PREP-2: Approval of Subject Matter Preparation Programs Submitted by Colleges and Universities**

Dr. Betsy Kean, Consultant, Professional Services Division, reported that the appropriate review panels have recommended three programs for approval: Stanford University, Science: Physics  
California State University, Bakersfield, Music  
Holy Names College, Elementary Subject Matter Preparation for the Multiple Subject Teaching Credential

A motion to approve the three programs was made (Hauk), seconded (Madkins) and carried without dissent.

#### **PREP-3: Seventh Annual Report of the Committee on Accreditation**

Dr. Lawrence Birch, Administrator, Professional Services Division, and the co-chairs of the Committee on Accreditation, Sue Teele and David Madrigal presented the report.

Ms. Teele reminded the Commission that the Committee is in its fifth full year of operation and noted that it has developed and evolved over time. She said the Committee makes 12 program accreditation visits each year; last year, it utilized 190 team members in performing accreditations, with 40-50 review panels making initial recommendations. Last year, six of the programs received full accreditation, three accreditation with minor stipulations and three accreditation with substantive stipulations.

Mr. Madrigal spoke about the need for the Committee to transition its work in the next few years in response to 2042 and the changed standards. In August, the Committee developed a work plan that once again envisions 12 accreditation visits, as well as reviews of two internship programs in school districts.

Commissioner Boquiren applauded the Committee for the exhaustive work that is performed. Commissioner Hauk also commended the Committee. Commissioner Lilly said that he has been impressed with the quality of the rigorous and thorough peer review process.

Vice Chairman Madkins thanked the Committee for the hard work. A motion to accept the report was made (Madkins), seconded (Hauk) and carried without dissent.

Commissioner Katzman said that the Committee of the Whole would move to PREP-5 before returning to PREP-4.

#### **PREP-5: Update on the Commission's Action Plan for the Reform and Restructuring of Administrative Services Credentials**

Mary Vixie Sandy, Director of the Professional Services Division, presented the update, organized around the six objectives established by the Commission in March 2002.

**Objective 1:** Provide greater flexibility to districts in employing individuals for administrative positions at the district level.

Ms. Sandy said regulations adopted by the Commission are moving forward to provide employment flexibility and may be fully implemented as early as January.

**Objective 2:** Recast administrator standards, preparation and induction to focus on instructional leadership and success for all students.

Ms. Sandy said staff is working with a design team to define program standards that would guide preparation programs in the future, based on the California Professional Standards for Educational Leaders (CPSEL), as the Commission previously directed. Those standards will be ready to present to the Commission in the near future.

**Objective 3:** Authorize alternative, accredited, standards-based routes to the credential, including preparation offered by local school districts.

Regulations adopted by the Commission to remove the provision that such programs only be offered by universities are moving forward. In addition, SB 1655 authorized alternatives; and AB 75 provides an alternative route. An array of alternatives is, therefore, emerging from legislative, regulatory, and policy action sponsored by the Commission. Ms. Sandy expects communications about alternatives to go out to the field soon.

**Objective 4:** Ensure licensure portability for administrators prepared in other states.

AB 877 addressed this issue. The ongoing need now is to ensure that training in other states meets California's standards.

**Objective 5:** Restructure the professional clear credential requirements to focus on mentoring, support and assistance.

The Executive Director's design team is working on guidelines for mentoring, support and assistance. The underlying concept behind this reform is to ensure that every administrator gets comprehensive preparation in the first level of the credential and then the Tier 2 activity is focused on contextualizing "advanced" preparation around the specific job requirements that the new administrator faces. The approach to updating the Tier 2 requirements is to have the candidate and the employer devise a plan which includes two elements: (1) the proposal for mentoring, and support and (2) a professional development component which could include alternatives that are suitable for the specific job. The team is also evaluating the usefulness of requiring two years of time on a preliminary credential before the clear credential can be granted. To obtain the clear credential, the employer would submit a letter verifying that the Tier 2 requirements have been completed.

**Objective 6:** Allow capable, experienced individuals to demonstrate their knowledge, skills and abilities, consistent with credential requirements, through a combination of written and performance-based measures.

Under AB 1655, the Commission has the authority to select and adopt assessments for this purpose. The assessment proposal will be brought to the Commission in December and the first assessment is expected to be offered in January. A second form of assessment based on a portfolio is being pursued but has been delayed until a decision is reached at the national level on who will be administering this assessment.

Commissioner Fortune complimented Ms. Sandy on a recent workshop she conducted that laid out the complex reforms in an understandable manner. She asked Ms. Sandy to comment further on the mentoring component of Objective 5. Ms. Sandy said staff is not envisioning having the mentoring become formal programs that must be accredited by the Commission. Instead the candidate and the employer will work together to devise a plan that fits the needs of the job. Candidates will have a five-year window to complete the requirements, which will be certified by a letter from the employer. She said the difficulty in having the Commission monitor mentoring more closely would be to avoid implementing a one-size-fits-all program that would separate the mentoring from the specific needs of a job. The proposal, therefore, is to get commitments from the employer and the candidate that appropriate mentoring will take place.

Vice Chairman Madkins asked about what minimum essential pieces would have to be included in a plan and how the transition would be handled. Ms. Sandy said the draft proposal contemplates having guidelines, rather than standards, that would apply to the two components (mentoring and professional development). She said standards would be difficult to implement since 1,000 school districts would be involved in any monitoring effort (in comparison to the 87 institutions that the Commission now accredits). As to implementation, alternative options will be available as soon as possible; AB 75 provisions are already in place and other alternatives will come online in January. She said it is a high priority to have guidelines and the structure for Tier 2 available for action at the December Commission Meeting.

Ex-Officio Representative Bartell said that the mentoring component will be difficult to monitor and implement because there is nothing to force the district and candidate to do a good job, other than through expanded education on the importance of mentoring. She said it will be important to have the plan submitted with the application so that the employer and the candidate don't wait until the end of the five-year window to work on completion.

Commissioner Katzman said it will be important to ensure that there are strong guidelines, as well as a mechanism for a mid-course correction if the program is not working out for candidates. Ms. Sandy said the staff is committed to continuing study of the program as it develops.

Chairman Bersin thanked Ms. Sandy for the good staff work that has taken the Commission's many discussions around the administrative credential in the past 18 months and turned it into rational, well-considered objectives and follow-through.

Designee Whirry said she is concerned about how mentoring will occur in small rural districts with few personnel. Ms. Sandy said some of the options



include having professional organizations play a role or having online technology be a part of the process.

Commissioner Lilly said it is critical to obtain a real commitment to mentoring rather than simply an in-kind, informal arrangement; otherwise, mentoring will slide by the wayside and be ineffective.

#### **PREP-4: Update on Implementation of California's Credentialing Standards Pursuant to SB 2042.**

Professional Services Division Administrators Dr. Phyllis Jacobson, Dr. Amy Jackson and Dr. Margaret Olebe presented the update.

Dr. Olebe noted that the Commission adopted standards for teacher preparation in September 2001, blended program standards in October 2001 and induction standards in March 2002. The staff since has pursued a five-prong approach to technical assistance to the field: regional teams, creative use of technology, assistance to Early Adopters, presentations upon invitation at professional meetings and meetings with credential advisers and counselors. The result has been more than 50 meetings with more than 2,000 people on implementation of the reforms, as well as six additional meetings with about 600 people on induction. Dr. Olebe referenced a table in the agenda material that shows the progress on programs submitted for review under the new standards. The goal is to have 350 programs reviewed by September 2003.

Dr. Jacobson highlighted the third annual Title II teacher quality enhancement conference in San Diego in August, which attracted more than 500 participants. She noted that the intensive use of technology, especially the Sparrow software program, has allowed staff to be responsive to the field and to speed along program reviews.

Dr. Jacobson presented an action item for the Commission to consider: the approval of two induction planning grants for private schools, the Association of Christian Schools International and the Southern California Lutheran School Induction Collaborative. These are designed to allow credentialed teachers who are at private schools to become involved in an induction process.

Dr. Jackson provided an update on the Teacher Performance Assessment (TPA). Staff is currently working with an array of institutions to complete the assessment, which is composed of four tasks. A benchmarking session is planned early in the year, with standards setting to follow in the spring. The TPA program will then be brought to the Commission for approval. She recommended that the Commission adopt an implementation plan that includes technical assistance, institutions submitting plans by June 1, 2003 and staff approval in August 2003. Implementation of the Assessment Quality Standards is expected to be completed by September 2004.

Commissioner Katzman noted that one member of the audience had requested the opportunity to provide input. She invited Dr. Susan Meyers, Dean of Education for San Jose State University, to speak.

Dr. Meyers wanted to raise concerns about the implementation plan, on behalf of the California State University Deans of Education. She said the Deans appreciate the formative and summative nature of the proposed TPA but are concerned about their ability to begin implementation in Fall 2003, when the field test will not be completed until the spring. Her experience with the National Board exam is that field testing can result in many changes that may affect the plans that institutions need to make. She asked for flexibility during the first year, with perhaps a system of early adopters rather than universal implementation.

Dr. Meyers said a second concern of the Deans is the cost. One approach under consideration is an assessment center, which could cost between \$100,000 and \$300,000, depending on the number of candidates assessed. She said the Commission staff has estimated that scoring the TPA exam will take about 2.5 hours. She said if you multiply that by the number of candidates and factor in the expertise needed to assess results and the costs begin to mount.

Vice Chairman Madkins asked her what kind of flexibility the Deans are seeking. Dr. Meyers said it might be better to have a single cohort go through the process first at each institution, with full implementation to follow a year later.

Dr. Swofford said that Dr. Meyers' input is appreciated and that flexibility options should be examined. However, a full implementation schedule is needed to ensure that the requirements of both SB 2042 and the federal No Child Left Behind act are met. He said staff believes there are enough indicators about what the TPA will be like for institutions to begin their planning even without the full field test results. He said staff is encouraging institutions to get ahead of the curve.

Dr. Jackson said the implementation schedule also provides an opportunity to get dialogue going and technical assistance under way. She also noted that the federal grant for supporting the TPA development runs out in August 2003.

Dr. Olebe said that staff will keep institutions informed as fast as modifications to tasks and rubrics become available. She also said that staff would be interested in working with institutions on the type of pilot programs that Dr. Meyers has suggested. Vice Chairman Madkins said that he appreciated Dr. Meyers bringing the concerns to the Commission and that, whatever action was taken on the implementation schedule, the Commission would continue to keep the concerns in mind.

A motion to approve the induction grants to the two private school organizations was made (Johnson) and seconded (Hauk). Commissioner Fortune asked about the propriety of giving taxpayer money to private schools. Dr. Olebe summarized federal precedent that recognizes the societal value in providing limited public support for some private school functions, such as teacher development and General Counsel Mary Armstrong concurred. Commissioner Fortune indicated she was satisfied with the response. The motion carried without dissent.

Commissioner Lilly said his support for the motion pertaining to the TPA rested on his belief that the TPA is one of the most critical decisions the state

has made in a long time with regard to education. He said it is absolutely essential that the TPA not become a failure, like the CLAS test. He said the implementation concerns are real, especially the cost factor since the assessment requires specialized training that is beyond the normal assessment that faculty now carry out. Commissioner Lilly said it is important to have a high-quality system that can be scaled up and still retain the high quality. He said it is important not to back off of the timeline, but to retain the potential for flexibility if and when it is needed.

Ex-Officio Representative Wilson thanked staff for the process that has accompanied the TPA development, with outstanding dissemination of material, discussion and reflection. Since at least 10,000 candidates a year are developed within the CSU system, the TPA is of major concern to the system. He agreed with Commissioner Lilly that the need for flexibility is important to ensure that the program will work - not as any indication that the institutions are trying to get out of implementing the process.

Chairman Bersin said the practical problems, including cost and the timeline, are understandable. But he asked for more details on the cost. Commissioner Lilly said that the assessment cannot be done without cost by embedding the tasks into the curriculum because each professor would need to be trained as an assessor. Since that is impractical, a limited number will be trained and then will have to score all TPA's. Further training will be needed on an ongoing basis as there is continuing calibration and validation of scoring and modifications to the system. Chairman Bersin said that thought needs to be given to how to solve the issue, but that any statewide approach to funding might include taking the assessment function away from the universities.

Commissioner Katzman thanked Dr. Meyers for providing issues that prompted a rich discussion by Commissioners. She asked staff to continue to bring back updates.

A motion to adopt the TPA implementation plan was made (Lilly), seconded (Madkins) and carried without dissent.

#### **FISCAL POLICY AND PLANNING COMMITTEE OF THE WHOLE**

Commissioner Boquiren convened the Fiscal Policy and Planning Committee of the Whole.

##### **FPPC- 1: Fourth Quarter Report of Revenues and Expenditures for Fiscal Year 2001 - 02**

Joe Gee, Director of the Information Technology and Support Management Division, provided an overview of the fourth quarter report of revenues and expenditures for the 2001-2002 fiscal year. He said the figures, which were slightly below projections, were normal for the Commission.

Mr. Gee also said that staff has been working to review activities in light of statewide economic conditions that will constrain spending in the next budget. Dr. Swofford added that staff will bring proposed activities and changes for the coming year to the Commission, along with proposals for meeting the challenges of tight budgets and frozen hiring policies.

#### **CREDENTIALING & CERTIFICATED ASSIGNMENTS COMMITTEE OF THE WHOLE**

Commissioner Fortune convened the Credentialing & Certificated Assignments Committee of the Whole.

##### **C&CA 1: Proposed Additions to California Code of Regulations, Title 5 Sections 80473 and 80473.1, Pertaining to Allowance of a Grace Period for Credential Candidates to Complete Requirements**

Program Analyst Raquel Rodriguez presented the proposal, which provides the grace period outlined in AB 1307. Credential candidates are provided up to 24 months after enrollment to proceed with the credential requirements in force when they enrolled rather than having to meet any new requirements. Candidates could request an additional 12 months for extenuating circumstances. She recommended approval of the changes so the rulemaking process could begin and a public hearing be held at a future Commission meeting.

A motion to approve the additions to the regulations was made (Madkins), seconded (Katzman) and carried with no dissent.

#### **RETURN TO THE GENERAL SESSION**

The Commission returned to the General Session. During the Report of Closed Session items that was presented in General Session on Thursday, November 7, 2002, Chairman Bersin and Commissioner Beckner abstained from voting due to their absence on Wednesday, November 6, 2002.

#### **REPORT OF THE APPEALS & WAIVERS COMMITTEE**

##### **A&W- 1: Approval of the October 2, 2002 Appeals & Waivers Minutes**

It was moved, seconded and carried (Madkins) that the Commission approve the minutes of the October 2, 2002, Appeals & Waivers Committee meeting.

##### **A&W-2: Waivers: Consent Calendar**

It was moved, seconded and carried (Madkins) that the Commission approve the 425 waiver requests on the Consent Calendar.

##### **A&W-3: Waivers: Conditions Calendar**

It was moved, seconded and carried (Madkins) that the Commission approve the five waiver requests on the Conditions Calendar with the specific conditions attached to each and deny one waiver request.

##### **A&W-4: Waivers: Denial Calendar**

The Committee voted to recommend a preliminary denial of the fifteen Waiver Requests on the Denial Calendar. These items will be brought to the Commission for action at the December 2002 meeting.

### **Commission Member Reports**

Commissioner Vaca said he attended a series of seminars given by Dr. Whirry for the Anaheim Unified School District that were very worthwhile. He thanked Dr. Whirry for her expertise, noting that he has already shared the information with colleagues and it has begun to impact the way he teaches.

Commissioner Beckner said she had the opportunity to listen to Dr. Susan Neuman talk about the No Child Left Behind Act, as well as her personal history of how she has gotten to where she is today. The university students in the audience were very engaged with her during an open-mike session and demonstrated that a broad diversity of people are interested in becoming teachers. Commissioner Hauk indicated that she attended a reception and presented Dr. Neuman with a pin from the Commission, as well as discussing the work of the Commission with her.

### **Audience Presentations**

None.

### **Old Business**

The quarterly agenda for November and December 2002, and January 2003, was presented for information only.

### **New Business**

None.

### **Nominations for Chairman and Vice Chairman for 2003**

Dr. Swofford described the election process. Officers for the Commission are elected each year to serve a one-year term, with a two-term limit. Nominations are opened in the November meeting and can be made by voice or mail (the deadline for mailed nominations is Nov. 22 this year). Nominations are closed at the December meeting and a vote is taken.

Dr. Swofford opened the floor for nominations for chairman. Vice Chairman Madkins nominated Carol Katzman, noting her involvement in arts education, her support for reading instruction and her passion for reform. Designee Whirry seconded the nomination, describing Commissioner Katzman as a dedicated, intelligent, insightful person with a passion for life and ideas.

Dr. Swofford then opened the floor for nominations for vice chairman. Commissioner Johnson moved that the Commission waive the provision in the policy manual that limits terms to two; if approved, she said she was nominating Vice Chairman Madkins to serve another term because of his hands-on, highly effective approach to carrying out his role. Commissioner Fortune seconded the motion and nomination, speaking to his leadership in the important closed-session decisions that must be made, as well as the importance of continuity during the transition of leadership.

Dr. Swofford called for the vote on the first motion, setting aside the two-term limit. The motion carried without dissent.

### **Adjournment**

The meeting adjourned. The next meeting will be held on December 4 and 5, 2002 at the California Commission on Teacher Credentialing Office, 1900 Capitol Avenue, Sacramento, California.